COMPLIANCE IS KEY TO SUCCESSFUL OPERATIONS
CONTENTS

<table>
<thead>
<tr>
<th>CONTENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Issue 58</td>
</tr>
</tbody>
</table>

A Message from our Group CEO on Safety  3

THOME WORLD

Compliance is Key to Successful Operations  4
How to Ensure Fuel Compliance  5
Forward Thinking MLC Compliance  6
MARPOL Compliance  6
Environmental Tag System (ETS)  7
Charter Party Compliance for Tank and Bulk  8
Thome as Part of the Maritime Anti-Corruption Network (MACN)  10
Why Checking for Sanctions is Important  11
Drug and Alcohol Compliance  12
Compliance is Crucial  13
Keeping the Planned Maintenance Updated  14
Additional Vessels from the Champion Tankers Pool  15
Retrofitting Scrubber Systems to Comply with the Sulphur Cap  15
Two Chemical Tankers Added to the Thome Fleet  16
Thome Group Wins Ship Manager of the Year Award  17
Nor-Shipping Reaches New Heights of Collaboration  17
Ebok Field - Celebrating One Year of Operation  18

HEALTH

Back Problems for Seafarers  19

SAFETY & SECURITY

Security Compliance  20

REGULATORY UPDATE

Regulatory Update  21

PORT STATE CONTROL

Compliance Leads to Successful Port State Control Inspections  22

VETTING

Continual Improvement is Key  23

ENVIRONMENTAL MANAGEMENT

Learning About Air Pollution  24

LEARNING AND DEVELOPMENT

India Officer Conference – a Success!  25

CREW MATTERS

Overcoming Hardships Will Lead to Success  26

CSR

Let’s Talk About Sleep and Not Counting Sheep  27
Plant Trees to Feed the Future  27
Failing to Prepare is Preparing to Fail

By Olav Nortun, Chief Executive Officer, Thome Group

The above saying is a good maxim to live by especially when working in such a regulatory based industry as commercial shipping.

Complying with rules needs a lot of preparation and planning to ensure that there are robust systems and procedures in place.

There are some very informative articles in this issue of TGN which deal with compliance and we must all be aware of our responsibilities to ensure that we work hard as a team to ensure we comply with any regulatory, legal, or statutory industry requirements that govern our job roles.

Being alert to and aware of corruption is also covered in this issue and I am pleased to say that the Thome Group has joined the Maritime Anti-Corruption Network (MACN) which is a consortium of maritime companies across the globe with the shared vision of having a maritime industry free of corruption.

If enough companies resist the harassment for bribes from corrupt port officials and other individuals then we will eventually stamp out such practises.

Finally, I am pleased to be able to announce that Thome won the Ship Manager of the Year award at the Seatrade Maritime Asia awards ceremony which took place at the Intercontinental hotel in Hong Kong last 28th June.

It is down to the hard work of all employees that we were able to win this award which was judged by an independent panel of senior personnel in the industry. Some of the criteria that the judgement was based on included: cost and operational efficiency, safety record, and commitment to crew welfare and training.

I would like to thank all of you for your efforts in keeping the Thome Group at the forefront of the industry through your continued dedication and loyalty.
Compliance is Key to Successful Operations

By Claes Eek Thorstensen, President & Chief Commercial Officer, Thome Group

This edition of Thome Group News focuses on all aspects of compliance whether it is regulatory, statutory, company or procedural.

Shipping is one of the most regulated industries in the world and as a responsible maritime service provider we need to ensure that all the vessels in our fleet comply with these rules to avoid any delays, off-hires or fines which could have a detrimental affect on our business and reputation.

As a manager of a fleet operating worldwide, we are always scrutinized to audit and vet our compliance to the various regulations. This cannot be controlled by a few individuals and we all need to work as a team to ensure we meet and exceed the compliance standards. We are being bench marked against our competitors and good results ensures that we are selected as operating partners by owners and the preferred operator for various cargo owners and traders.

There are several very good articles in this issue which highlight MARPOL compliance including the Environmental Tag System (ETS). We also learn about Charter party compliance for tankers and bulk carriers and retrofitting an ‘open loop’ ballast water management system in readiness for the 2020 sulphur cap regulations which come into force next January.

Regular maintenance of onboard equipment is key to running an efficient vessel and this TGN issue covers the importance of having a well-developed Planned Maintenance System (PMS) to pre-empt any maintenance issues and keep equipment running at optimal performance.

There is also a very good article on the Thome Management System (TMS) which is our integrated management system that covers a broad spectrum of regulatory, legal, statutory, best practice and industry requirements. It also, importantly, covers the Company’s specific requirements too so I would advise you all to read it.

Finally, there is a very important drug and alcohol compliance feature which outlines the company’s zero tolerance stance towards the misuse of alcohol or unprescribed drugs and controlled substances whether working in the office or onboard. Being under the influence of drugs or alcohol seriously affects a person’s performance and puts other employees lives at risk which is why violation of this policy could lead to instant dismissal and/or legal action.

If you have any compliance issues then please contact the relevant department within Thome who will be able to help you with any queries.
How to Ensure Fuel Compliance

By Rajiv Malhotra, Technical Manager

While fuel quality needs close control to ensure trouble free operations and minimize wear, it is essential that fuel not only complies with equipment maker’s specifications, but also with the requirements laid out by the IMO’s MARPOL convention and various local port state regulations.

IMO Sulphur Cap
MARPOL Annex VI regulates the sulphur content of fuel that can be used onboard ships. The present limit of 3.5% will be reduced to 0.5% effective from 1st January 2020, and any carriage of non-compliant fuel having a sulphur content above 0.5% will be banned after 1st March 2020, unless exhaust gas cleaning systems or scrubbers are installed on the vessel.

Ship Implementation Plan
To prepare for compliance, vessels are required to develop Ship Implementation Plans (SIPs) following the standard format and guidelines that have been formulated after closely evaluating all implications from the sulphur cap regulation and challenges expected to be posed by new compliant fuel products. These plans are already being looked at by the port states to confirm that diligent measures are being taken for compliance.

Vessels and vessel managers should therefore ensure that SIPs are carefully prepared and continually updated, as to any progress on measures identified in the plan. As identified in SIP, vessels should maintain all documents, example training records, change over procedures, fuel change over timing calculators, equipment makers’ service letters, vessel specific risk assessment, IAPP certificates showing compliance, documents related to any modifications (of equipment, fuel systems or tanks) etc. These will help to demonstrate compliance to the port state control inspectors.

Local Port State Regulations
More stringent sulphur limits of 0.1% already applies in MARPOL Sulphur Emission Control Areas. Other local administrations like the European union, China and Taiwan also regulate the sulphur content, while there are regions like the Panama Canal where the vessels can use only distillate fuels.

Fuel Change Over Process
Vessels should ensure that any fuel changeover is well planned based on thorough understanding of the MARPOL ECA boundaries, and checking for any local requirements with the agents prior to calling at these ports. Fuel changeovers should be started, in good time, such that the entire system contains only compliant fuel before the vessel enters the ECA boundary. Tools like the FOBAS calculator should be used to determine the duration that will be needed for flushing the entire system, after changing over of the valves. Changeover events should be diligently recorded in the standard record book.

Bunker Delivery Notes
As part of the ability to demonstrate compliance, it is essential that the Bunker Delivery Notes (BDN) obtained from the suppliers contain all the information outlined under MARPOL Annex VI, including information about the sulphur content, and declaration from the supplier certifying conformity of the fuel with requirements under MARPOL Annex VI.

Fuel Sampling & Analysis
Also, fuel samples collected by the drip sampling method at the ship’s manifold, representative samples of the fuel collected over the entire bunkering duration should be witnessed, sealed, sample labels co-signed by representatives from the vessel and supplier, and retained on board as MARPOL samples. Sample numbers should be recorded in the BDN, for reference and analysis, in the event of any disputes in the future.

Bunker samples (other than MARPOL samples) should be analyzed by the contracted laboratories and in the case of the tested sulphur content being outside specified limits, the supplier should be held on notice and measures considered to get the fuel replaced with compliant fuel.

Port State Controls can be expected to collect samples from vessels’ systems for verifying compliance by analyses of the sulphur content. Sampling points should be well identified and marked at the location along with fuel service system diagrams.

FONAR
Ship owners and operators are obligated to provide vessels which are fuel compliant with MARPOL Annex VI and local regulations. This needs to be ensured through careful planning of bunker supplies.

In extreme cases, where it is determined that supply of compliant fuel will not be possible despite all diligent efforts, a Fuel Oil Non-Availability Report (FONAR) needs to be sent to the flag administration and to the competent authorities in the relevant port(s) of destination, in accordance with regulation 18.2.4 of MARPOL Annex VI. The report shall be sent preferably before the ship leaves the port / terminal where compliant fuel cannot be obtained, along with the evidence of attempts to purchase it. A copy of the FONAR should be kept on board for inspection for at least 36 months.
The MLC (Maritime Labour Convention) 2006 first came into effect on the 20th of August 2013. In the beginning, the convention was ratified by 30 countries and in the last six years, 60 more countries have ratified the convention. The Thome Group, however, proactively implemented voluntary MLC compliance for the entire fleet of its vessels when the convention came into effect in 2013. Port State Control (PSC) inspections on MLC compliance have been increased recently with PSC inspectors showing keen interest in compliance with MLC regulations, mainly on:

- Seafarers’ employment agreements, contract duration and payment of wages
- Work rest hours and overtime payments
- Welfare of crew onboard– entertainment, food, medical care etc.

The first amendment to the MLC came into effect on the 18th January 2017, which was the introduction of the mandatory financial security insurance certificates for the ship owners to cover seafarers’ wages and repatriation of seafarers to their country of residence in case of abandonment of any vessel. These insurance certificates are currently issued by the P&I club to the vessel owners.

Another recent addition to the MLC was guidelines on handling harassment and bullying onboard. This is currently a non-mandatory requirement under MLC part B. The Thome Group is presently carrying out a gap analysis on its harassment and compliance procedures. Based on the analysis, the current procedure will be amended to include new guidelines and we plan to implement it even before it becomes a mandatory requirement under the MLC.

The Thome Group is committed to the crew welfare, keeping the crew entertained and active onboard. Our Group provides movie DVDs, newsletters, health news etc on a regular basis.

All our vessels have a gymnasium and physical recreational facilities, except on a few vessels where we have limited accommodation space. All our vessels have email facilities onboard and most of our vessels have internet facilities for the crew.

Health, hygiene, and management of the food onboard is another key area of the MLC compliance. The victualling department of the Thome Group monitors the stock of provisions onboard and provides relevant guidelines to the chief cooks and vessels regarding the same.

The Thome Group also has a galley training facility in its Manila training centre for training galley staff on health and hygiene. The Group has also established a best galley award for the vessels in the fleet every quarter. This is based on the performance of the galley staff in the areas of health and hygiene, management of food onboard, quality of the food, cleanliness of the galley and stores, feedback from the crew etc.

The Thome Group’s vessels are covered under applicable Collective Bargaining Agreements (CBA) and work very closely with various unions worldwide on the terms and conditions of the crew employment and welfare.

At Thome Group, we give the utmost importance to MLC compliance for our entire fleet of vessels. We have a dedicated MLC Officer under the Marine HR division to monitor MLC compliance and to handle any crew issues.
MARPOL Compliance – Environmental Tag System (ETS)

By Capt. Atul Vatsa, Vice President, Compliance (Environmental, Marine & Safety)

All Thome managed vessels are required to use Thome’s unique seals, uniquely numbered and with the Thome logo. These seals cannot be reused and there is no duplication.

Each vessel is supplied with two types of seal as follows:
- Flat types (big) – ID tags for flexible hose, portable pump and portable pump to strong point inside lockers.
- Round types (small) for flanges, valves, OCM & ODME unions, manhole of sewage system. Clean drain tank, bilge tank and also for identification tag of portable pump, hoses etc.

The environmental tag system seal log records:
- The Master and Chief Engineer shall maintain the Environmental Tag System Seal Log TSM 160/160-M/NAU Seal Log as per the company’s requirement to:
  - Track and record the seals used & discarded (in master’s custody)
  - Track and record any unused seals (in master’s custody)
  - Track and record the seals presently in use
- The Master shall retain the used and unused environmental seal tags

Any “present in use” seals that are found to have deteriorated, faded, or damaged shall be renewed immediately, with the reason for replacement entered into the Seal Log.

The NAU module is also being rolled out to the fleet and this is already up and running in half the fleet. This is in line with the TSM Form 160, which is used for recording and reporting the MARPOL seals.

The system maintains, monitors and controls all the environmental equipment potential of overboard discharge including lines and valves for the oily water separator (OWS), sewage system, bilge system, portable pumps, hoses or any other on-board equipment that are categorized and maintained within this system for monitoring seal locking and opening.

This system enforces the sealing of any equipment, pipelines, flanges, pumps or others which are related to and are potential factors in causing incidental or intentional marine oil pollution. It regulates and monitors that there is no un-authorized use of any equipment on-board ships which can lead to non-compliance with the legal, legislative and company policies of zero tolerance.

Furthermore, in order to ensure compliance, we have now implemented a simple verification which needs to be done by all attending superintendents and by all the masters. This is also now part of the Thome superintendent reports. Ten prominent locations have been identified and the superintendent / master may choose any one particular flange or point of each location, where the seal is inserted. They will note down the seal number and check it against the TSM 160/160M and/or in NAU Seal Electronic Log if it is running.
A Charter Party (CP) is a contract of carriage of goods between the shipowner and charterer. The owner of a ship lets the ship to charterers for use in transporting a cargo but the owners/vessel manager continues to control the navigation and management of the vessel.

Voyage related instructions, as relayed from the charterers (or commercial operator), must be followed exactly unless there is any safety or other operational restrictions, in which case Thome marine and the technical team should be contacted.

We expect our captains and chief engineers to have commercial awareness, when taking a decision, so that the vessels’ commercial performance is optimal. In turn, this will boost the vessels’ profitability. Commercial awareness is not only about knowledge, it’s a way of thinking. We must understand the markets in which our vessels operate.

Let’s look into some of the areas which can affect vessels’ performance, if not handled properly, thus resulting in claims/CP disputes;

**Speed & Performance:**
As per the CP, the owners set the vessel to perform on a speed/consumption within certain tolerances. The speed and performance of the vessel has to be tracked/handled on a day to day basis. If the approach to this matter is reactive (after you receive a claim) then it’s mostly too late to counter it. Day to day weather conditions/vessel performance need to be monitored. At times, these claims come in after few months and by that time an entire crew may have changed. Therefore, it is imperative to maintain proper records. Without proper records, owners will not be able to work out if a vessel has underperformed.

**Bunkers on Delivery (BOD) / Bunkers on Redelivery (BOR):** Usually, the clause in the RECAP of the fixture is BOR=BOD. However, to accommodate more cargo, the Masters need to ensure compliance with the charterers/owners instructions when requesting a bunker stem survey. The Master/CE checks the bunker quantity against the expected schedule and ensures that a buffer is kept for any expected delays at load/discharge. On hire/Off hire bunker surveys are another means that the charterers’ bunker surveyors coerce the onboard crew to accept excess. The simple rule is that any bunker quantification has to be as per the bunker log book figures.

**Bunker change over:**
The vessel/owners regularly receive claims for any loss due to the incorrect changeover of the fuels in SECA/ECA.
regions. There are instances of commingling or contamination of LSMGO by IFO or LSMGO to IFO tank. The loss to owners depends on the degree of contamination and the subsequent consequences. Issues like these can have a huge commercial impact on vessels’ earnings. Say for instance if a vessel needs to deviate to take more LSMGO, or a vessel is held in port due to noncompliance, then there might be other additional associated costs like port dues and barge costs for the prompt stem supply.

Stowage plans:
These plans are made on the basis of pre-nomination quantities as advised by the charterers. It is possible that a vessel at times does not have all the details when making the pre-nomination stowage plans (specially for bulk carriers). In such cases, Masters need to highlight this matter to the charterers to ensure the owners are not liable for any cargo quantity loaded issues. Stowage plans should clearly mention arrival and departure drafts for all ports and mention the intended bunker stem verses charterers’ instructions.

Off hire events:
Any time when the vessel does not perform as per the vessels’ description in the CP, it makes the owners liable as per the CP off hire clause. The most common case of off hire is main engine failure and crane breakdowns. Owners can however exercise their rights to mitigate losses during an off-hire event, for instance during cargo gear damage that is due to alleged rough handling by stevedores during cargo operations. It is imperative to say that vessels’ equipment, including ME and cranes, have to be maintained as per the planned maintenance system and proper records kept.

Carriage of Cargo:
In terms of apparent quality and quantity, it is the owners’ responsibility to deliver the cargo from load port to the discharge port as per the issued OBL (Original Bill of Lading). Though the cargo quality is not entirely in vessels’/owners’ control and often upon arrival at port it is too late to claim for the poor quality of the cargo (especially for dry cargoes) that was loaded. Hence, the cargo has to be closely reviewed upon / during loading operations. There has to be sufficient records onboard the vessel to demonstrate the cargo was carried as per industry/shippers’ instructions and discharged in apparent good condition. Any claims for water contamination, bunker tank heating contamination, loss of quality, rust formation (for dry bulk cargoes) has to be defended by thorough record keeping and reporting of the carriage conditions. Quantity disputes can be controlled by following a strict draft survey (for bulk carriers) and final ullage (for tankers). To protect the owners’ interest, LOP (letter of protests) should be issued. Certain dry bulk cargoes require P&I attendance in load ports.
The Maritime Anti-Corruption Network (MACN) is a consortium of maritime companies across the globe with the shared vision of having "a maritime industry free of corruption that enables fair trade to the benefit of society at large". Established in 2011 with a membership of only 18 companies, MACN has grown to include over 100 members comprising of reputable ship owners, ship managers, maritime travel agencies, P&I clubs, and other maritime agencies. The success and progress made by the MACN over the last few years has demonstrated the benefit of collective action to tackle corruption in the industry.

Corruption in the shipping industry is as old as the industry itself hence the vision of an industry free of corruption, is ambitious to say the least. That said, the MACN network has proved that it is possible to curb and reverse trends when there is a collective effort. A good example of this is the “Say No” campaign which was launched in 2015 and specifically targeted corrupt practices faced by our seafarers while transiting the Suez Canal, wherein port authorities and local individuals involved in the transit have harassed the industry and the front liners (seafarers) by demanding cigarettes, liquors, or money as compensation for work and other services already paid for. While the practice historically had been to concede to these demands, in order not to risk a delay in vessel schedule, this collective approach backed by relevant stakeholders such as governments, port authorities, shipping agents, and owners, gave seafarers the boldness to decline the propositions, resulting in significant improvements over the last 4 years.

Several of our clients are already members of MACN, so to support the vision of MACN, the commercial interest of Thome clients, and the safety and security of our seafarers, Thome Group became a member of MACN in November 2018.

With our large fleet trading around the world, Thome vessels are constantly exposed to a variety of issues related to corruption. We do recognise the magnitude of the task to fight corruption; however we believe that the benefits are immense and directly in line with living out our core value of Integrity – acting honestly, fairly, and responsibly.

To provide clear guidance to all our vessels and staff on how to handle such situations, procedures are being written to define the Company’s stand and our Code of Conduct has also been amended to include guidance on how to make decisions when faced with ethical or challenging situations. For our vessel management, the first level support will be provided by the Fleet Group and COO, however our legal and HR department are also available to provide any support or information required on this issue.

As an initial project to test and build our organisational capabilities, Thome has established a pilot project together with some of our committed owners which covers about 20% of the current fleet, including both tankers and bulkers. The pilot project will run until the autumn of 2019 after which the findings will be shared with the entire fleet and the program will be gradually rolled out to the rest of the fleet.
Why Checking for Sanctions is Important

By Chris Edwards, Head of Legal, Thome Group

In the current day and age, it is inevitable that owners and their managers will become involved in trades to or from a country where sanctions have been applied. The U.S. Treasury Office of Foreign Asset Control (OFAC) lists on its website the countries to which U.S. sanctions legislation is currently applicable. So, the OFAC website makes a useful starting point on whether a country may be affected by U.S. sanctions legislation.

Whilst U.S. sanctions in the Middle East, and particularly with respect to Iran, are subject to significant press coverage, sanctions applicable to other countries and regions are less high profile. By way of example, we were recently asked whether a shipment of oil from Venezuela may be subject to sanctions. From our own research, confirmed by external legal counsel, we established that as from January 2019, OFAC subjected the Venezuelan state oil company, PdVSA to U.S. sanctions. Accordingly, any shipment involving PdVSA should avoid any connection with the U.S.

The general focus of sanctions legislation is the prohibition of dealings with designated entities and in the case of specified countries, prohibition of certain trades with such countries. Owners and managers can be exposed to potentially severe penalties if they knew or “should have known” that their actions were in breach of the applicable prohibitions. Therefore, to reduce the risk of any penalties being applied, it is important that owners and managers undertake sufficient due diligence to ensure that the shipment, cargo and all involved parties are not subject to sanctions legislation.

The nature and extent of the due diligence is likely to depend upon a number of factors including the particular trade or country involved. From our own experience, a preferred method is for all relevant details to be checked by a law firm specialising in sanctions. Assuming the checks come back clear, a confirmation is then issued by the law firm certifying that significant due diligence has been undertaken with no adverse results.

Owners should also keep their P&I Club closely involved if a shipment may be subject to sanctions legislation. The P&I Clubs have significant expertise in sanctions and regularly produce circulars to members updating them on recent developments. Owners will also want to obtain confirmation from the Club that cover is in place for such a shipment.
Drug and Alcohol Compliance

By Jamie Ramsamy, Head of Department, Quality Assurance

The abuse of alcohol and illegal drugs during and after working hours can have a significant impact on health, safety and productivity amongst other things. In fact, OCIMF Guidelines for the Control of Drugs and Alcohol states that drug and alcohol abuse “is one of the most significant social problems of our time.” This is due to the fact those impaired by drugs and alcohol present a substantial safety risk to themselves and others as it may negatively affect their mental and physical capability. As a result, this impaired state may lead to an increased risk of injury and accidents. It is for this reason, that it is vital an organisation develops a policy that serves to regulate the use of drugs and alcohol.

Thome Group’s Drug and Alcohol (D&A) policy is located in TGG 1.5 of the Thome Management System. The policy is based upon the following principles:

- Personnel should not be in any way impaired from performing their scheduled duties and
- Be able to respond to an emergency to the best of their abilities using their best capabilities and unobstructed judgement.

The Thome Group exercises a strict zero tolerance towards the abuse of alcohol and use of un-prescribed drugs or controlled substances; ashore and onboard vessels. Violation of this policy may lead to immediate dismissal and/or legal actions. It is therefore important that policy is unambiguous and clearly communicated to the workforce. To aid in this, TGP 1.2.1 A1 FAQ on Drug and Alcohol Policy was introduced on 2018-09-20 to address and clarify any queries related to the Company’s policy. The FAQ covers testing frequency, documentation such as the “Letter of Undertaking” prior joining a vessel, declaration of medicines and drugs and restrictions on consumption. It must be noted that all violations will be reported to the DPA.

We are committed to safety and by complying with our drug and alcohol policy, we will continue to provide assurance to our customers and stakeholders.
Compliance is Crucial

By Jamie Ramsamy, Head of Department, Quality Assurance

Thome Group’s vision, mission and core values are the foundational philosophy upon which the organisation operates. Our vision is a long term goal, our mission outlines our principles for reaching our vision and our core values provide us the moral compass on how to get there. But how do we, as an organisation, collectively achieve our vision? The answer resides in our management system.

The Thome Management System (TMS) is an integrated management system that covers a broad spectrum of regulatory, legal, statutory, best practice and industry requirements. It also, importantly, covers the company’s specific requirements as well. By capturing and documenting our requirements in a single platform, the company is able to consistently communicate what is required by all Thome employees. It is living system that is continually reviewed and monitored to ensure that it is up to date in addressing operational challenges and mitigating the associated risks to safety, the environment and property. Compliance is therefore crucial!

Auditing is an important and necessary method in evaluating compliance. Whilst audits are carried out annually both ashore and onboard our vessels by external parties, it is even more important that we audit ourselves to verify our own compliance. Internal audits are therefore a critical step in improving our system.

During each internal audit, compliance is verified against our TMS in accordance with our annual audit programme for both vessels and our site offices in accordance with TGP 1.1.7 and its associated appendices. This is planned in advance and audits are scheduled to ensure that coverage is done for the entire Group. Findings are then reported and handled accordingly.

However, what happens if a non-compliance is found outside of a scheduled audit period? In this case, the system allows for reporting of such non-compliances via our TSM Form 097 and TSM Form 97S (ship and shore respectively). The non-compliances are evaluated and verified by the Head of Department, Quality Assurance and entered into our audit tracking system.

By evaluating and verifying our compliances to our management system, we are continually improving the way we work and deliver our services and this will ensure that we achieve our vision together.
A high degree of availability and reliability of on board equipment and systems is vital for good compliance in all respects. This can only be achieved through efficient maintenance and defect management.

A well-constructed Planned Maintenance System (PMS) along with strong procedures and routines enforced through company’s HSSEQ system, are the first steps in ensuring sound maintenance. These need to be further reinforced through regular crew training, periodic vessel visits and inspections by vessel managers and marine superintendents and interactions with joining ship staff during office briefings.

All parties need to keep a keen eye for any gaps and possibilities for improvement to the PMS and maintenance procedures, in order that the maintenance system is constantly kept updated and relevant Service letters from makers and feedback from the fleet and other industry sources need to be used for this purpose.

To enable this, ship staff need to actively share their experiences with office staff and to consistently report any technical defects, near misses and incidents. Diligent recording of defects and close follow-up for rectifying these is an important part of the maintenance process.

Efficient planning of maintenance jobs is essential and requires that, at the beginning of the month, ship staff reviews the PMS and the list of jobs falling due in the month. Scheduling of work orders should be discussed with the vessel managers and in case any jobs which are at risk of not being completed on time, approval for postponement should be sought from the office after comprehensive assessment of risk and enforcement of relevant control measures, in consultation with makers, where relevant.

While doing maintenance, it needs to be ensured that the maker’s guidelines are closely followed, by referring to the makers’ manuals, where relevant. Checks and measurements need to be carried out as outlined by the manufacturers and compared with stipulated allowances and tolerances for deciding if the parts should be renewed. Work history should be properly maintained and measurements and observations recorded for future reference and recording.

For critical equipment (as marked in the PMS), it is essential that the maintenance process is closely controlled. If critical equipment is unavailable during maintenance, concurrence should be sought from the office after submission of a risk assessment, before such a maintenance routine is executed.

Regular performance measurements and comparison of these with the benchmark parameters (from design or initial trials); and calibration of the pressure and temperature gauges, alarms and trips, is an important part of the maintenance routines that need to be diligently followed and monitored from the office.

It should be ensured that all technical defects are well recorded and closely followed up for soonest rectification. Repairs to this effect should also be recorded as unplanned maintenance in the PMS.

The engagement of reliable vendors, for supply of spare parts from quality sources and for servicing by competent technicians, needs enforcement through a robust vendor approval system and the involvement of manufacturers, as far as practical.

The focus on addressing maintenance requirements of equipment during dry-dockings helps to ensure that the equipment gets a thorough inspection and due care, uncompromised by time and resource constraints.
M/T Champion Concept, another member of the Champion Tankers AS family, was taken over by Thome Ship Management Pte Ltd at Bremerhaven, Germany, on 28th April 2019.

Mr. Vlado Kevric is the Fleet Group Manager and Mr. Igor Jurinjak is the Assistant Fleet Group Manager in charge of the vessel.

Champion Tankers purchased M/T Champion Concept in 2018 as a part of a deal where 3 vessels were acquired – sister vessels Champion Contest and Agnes Victory. Management of the latter will also be taken over by Thome Ship Management, thus increasing the share of MR tankers in Thome fleet. Both vessels will continue being operated by Champion Tankers.

The MR product carrier remained registered under the Norwegian flag and classed by DNV GL.

Previously named Stena Concept, Concept and finally Champion Concept, the vessel was delivered by the Uljanik Shipyard in 2005. The 47,171 DWT lady is powered by a MAN B&W 6S50MC-C diesel engine with an overall length of 182.5 m, a moulded breadth of 32.2 m, draught max 12.2 m and speed loaded 14.5 kts.

We wish the M/T Champion Concept and her new team on board many successful voyages ahead.

Thome Bulk Division’s Capesize vessel M.V. Golden Feng, is the first scrubber retrofit which was successfully completed at IMC YY Shipyard, Zhoushan, on 17th May 2019.

The Thome personnel in charge of this project’s execution were senior vessel managers, Manoj Bole and Sunil Varier from FG12.

This “open loop type” scrubber retrofit will ensure compliance with the new 2020 MARPOL regulations for exhaust gas sulphur emissions by ships using high sulphur fuels during deep sea voyages. Compliant low-sulphur fuels (such as LSMGO) will be used when the vessel is in coastal ECA water or inside a port’s limits.

Exhaust gas is passed through the stainless-steel scrubber tower where a sea-water spray is used as wash-water to remove the SOx and NOx.

The Performance of the scrubber system is subject to on-board verification and is electronically monitored for compliance, via a Continuous Emission Monitoring System, (CEMS), which is capable of producing gas emission reports for any PSC or 3rd Party inspectors and class surveyors. The wash water is discharged into the open sea.

The PH value of the discharged sea water is controlled by adjusting the quantity of the sea water used. A very large volume of sea water from 2 dedicated SW pumps is used to ensure the correct PH value.
Two Chemical Tankers Added to the Thome Fleet

By Josko Jurjevic, Fleet Group Manager, Fleet Group 4

Thome Ship Management took over two stainless steel chemical tankers in May 2019.

The first vessel was the M/T Bow Santos, which was in the Brazilian trade for long time and was taken over in Santos, Brazil on 15th May 2019. She is a stainless-steel cargo tank chemical tanker of 25,416 DWT, 2004 Japan built and propelled by a 6,230kW main engine. She will continue trading world-wide.

The second vessel was the M/T Bow Harmony which was taken over in Rotterdam on 23rd May 2019. Built at Kobe shipyard in 2008, she is in world-wide trade and will continue the same under Thome Ship Management. Last year during her 2nd special survey, she was upgraded with BWMS and successfully completed all surveys.

She is powered by a similar main engine of 6,320 kW as the M/T Bow Santos. All cargo tanks are stainless steel with Frank Mohn cargo submerged pumps fitted.

With these two take-overs, the total number of Odfjell Owned vessels in the Thome managed fleet expanded to 11 vessels (8 in FG4 and 3 in FG1).

We wish these two new ladies in the fleet smooth and prosperous world-wide trade!
Nor-Shipping Reaches New Heights of Collaboration

By Sverre Ditlev-Simonsen, Director of Business Development, based in Oslo

Thome Group’s Executive Chairman Olav Eek Thorstensen, CEO Olav Nortun, President and Chief Commercial officer Claes Eek Thorstensen and Business Development Director Sverre Ditlev-Simonsen attended Nor-Shipping 2019, in Oslo, Norway from 4th - 7th June.

This year’s bi-annual Nor-Shipping combined a focus on ocean industry businesses, traditional shipping and offshore sectors. It included 300 high-level speakers who participated across more than 220 conferences and events, delivering valuable takeaways on subjects as varied as cyber security, collaboration, decarbonisation, green financing, alternative fuels, renewables, digitalisation, gender equality and evolving ocean regulations.

Asian Podium and Singapore Nite

The Thome Group co-sponsored the Asian Podium session at Nor-Shipping, organized by Singapore Norway Chamber of Commerce, focusing on how the maritime industry uses technology to improve operations and efficiency and how the industry can facilitate the transition to a digital future creating new business models and revenue streams.

Singapore Nite

Over 500 guests from Singapore and Norway attended the Singapore Nite at Nor-Shipping, celebrating close ties between Singapore, Norway and the international maritime community. Guests were treated to delicious Singaporean cuisine prepared by Asian chefs flown in for the occasion.

Thome Group Wins Ship Manager of the Year Award

By TGN Editorial Team

The Thome Group is delighted to announce that it has won the award for Ship Manager of the Year at the Seatrade Maritime Asia Awards, in a glittering ceremony at the Intercontinental Hotel in Hong Kong on Friday 28th June 2019.

Accepting the award on behalf of the Thome Group was the company’s VP for Business Development, Gautam Kashyap.

The independent panel of judges used the following criteria to make their assessment:

- Cost and operational efficiency
- Safety record
- Commitment to crew welfare and training
- Anti-piracy measures
- Transparency of client relationships
- Investment in technology
- Initiatives to ensure crew retention

“Winning Ship Manager of the year re-enforces our drive to be the number one choice for ship owners and operators and is a great endorsement of our safety measures, crew welfare programmes and training initiatives. I would also like to sincerely thank our principals and close partners for their continued trust and close collaboration,” said Olav Nortun, CEO of the Thome Group.

He added that “this award is dedicated to all our hardworking employees both onboard and ashore who work together as a team to provide an efficient and transparent service.”
It is our pleasure to share with our colleagues in Thome Group that we have been operating the EBOK field for a year. It is a marginal offshore oilfield off the Gulf of Guinea (in Nigeria territorial waters), consisting of a MOPU, FSO and a stand alone Platform (WFB).

It is an outstanding achievement for our Oil & Gas fleet, as this oilfield has a substantial operating potential and managing the EBOK field is the first step of the expansion plans of Thome Oil & Gas as it searcheses to develop in this part of the world.

I still remember my first trip to Nigeria, when I visited the EBOK field together with VM Nikesh Patil. We discovered a place of contrasting worlds: a productive asset located in a treacherous environment, a challenging oilfield in need of a helping hand and a demanding owner looking to find a reliable partner for a long-term relationship.

Our mission was to assess the oilfield and to advise our managers back in Singapore regarding the feasibility of managing this asset. Having in mind our experience of handling the Al Zaaafarana, the oldest operational FPSO in the world, our recommendation was clear – yes, we can; we have the experience of managing similar assets, the support of a dedicated team of professionals and we are fully committed of meeting the EBOK field owner’s goals and expectations. One year later, on 22nd May 2019, we are celebrating the completion of the first year as the operators and managers of EBOK field.

It is not simple to review in a few words Thome’s first year achievements – we built-up an entirely new local operating branch from scratch; we assimilated a complement of almost 200 professionals (offshore and ashore) and trained them to become valuable Thome employees; we operated and maintained the oilfield facilities to the owner’s satisfaction and managed to offload more than 7 million barrels of crude oil since Thome took over.

Life onboard the EBOK is not easy, but is very rewarding – it is a constant challenge to meet the owner’s expectation, production targets and hectic commercial deadlines while operating in a highly safe environment. The first year of operating the EBOK field is one of many more to come – I am looking forward to contributing to making this oilfield one of the essential assets under Thome’s management. It is a long way to go, but we are committed to and heading in the right direction.

Ebok Field - Celebrating One Year of Operation

Back Problems for Seafarers

By Sidney F. Pucan, M.D.

Working on ships has its advantages and perks, but it also has its share of peril with regards to the health and safety concerns of seafarers. Many injuries happen onboard through not being careful. Most of these accidents that happen are the result of carelessness and can easily be avoided if safety precautions are adhered to.

Back pain is a common problem among seafarers and back injuries are a major cause of repatriation. As simple as it seems, attempting to lift heavy loads without the help of a colleague is a very common source of serious injury. Proper posture should be observed by seafarers while lifting to avoid strained back muscles.

Back pain is one of the top claims from Filipino crews from 2010-2015, representing about 11% of total claims and is the third most common claim (see table).

SAFE LIFTING TIPS:
• KNOW YOUR LIMITS
• THINK BEFORE YOU LIFT
• KEEP THE LOAD CLOSE TO THE WAIST
• ADOPT A STABLE POSITION
• ENSURE A GOOD HOLD ON THE LOAD
• DON’T BEND YOUR BACK WHEN LIFTING
• DON’T FLEX THE BACK ANY FURTHER WHILE LIFTING
• DON’T TWIST WHEN YOU LIFT
• KEEP YOUR HEAD UP
• MOVE SMOOTHLY
• LOWER DOWN, THEN ADJUST

Prevention is always better than cure! Illness can strike at any time but knowing and preventing the risks before they occur is good practice. If you feel discomfort or pain in your back area, consult with medical personnel right away or advise your Master so he can decide on the best course of action.

*How to avoid back injuries during lifting operations.

The Britannia P&I Club has issued a useful guide for seafarers focusing on back injuries and lifting. The Club’s latest Health Watch newsletter highlights the subject of crew injuries caused by the strain of lifting, pulling and pushing objects in the dynamic environment. Learning and following the correct method for the lifting and handling of heavy loads can help to prevent injury and avoid back pain.

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*Source: Safety4Sea

An injured seafarer may find that his ability to do his job is affected and that his lifestyle in general may have to change. Shipowners on the other hand may have to bear substantial costs when an injured seafarer is unable to perform his duties on board. Since most back injuries are preventable, primarily by the use of proper lifting techniques, there is a need to remind shipowners and crew of the importance of adhering to the proper instructions for lifting and manual handling of loads - regardless of the type of work and the time schedule involved in each particular task.

*Source: Standard Safety: Seafarer Wellbeing, October 2018
Security compliance is paramount to the shipping industry and having entered into force under SOLAS chapter XI-2, on 1st July 2004, the International Ship and Port Facility Security Code (ISPS Code) has since formed the basis for a comprehensive mandatory security regime for international shipping. Thome’s managed fleet is in compliance with the ISPS Code and has obtained the International Ship Security Certification.

In 2008 Somali pirates began hijacking ships from the Somalia Basin to the Gulf of Aden into the Indian Ocean and in February 2009 ‘Best Management Practices (BMP) for Protection against Somalia based Piracy’ was released to avert possible piracy attacks.

Thome’s fleet has established compliance with the BMP from its first version to the current 5th version.

In 2013 there have been multiple events of hijacking and syphoning gas-oil cargo from Oil Tankers within the Straits of Singapore and Malacca including the coast of Malaysia.

Thome’s fleet then established compliance with the ‘Regional Guide to combat Piracy and Armed Robbery against Ships in Asia’ that was released in conjunction with the British Admiralty Anti-Piracy Planning Charts Q6112 and Q6113. Further in 2016 the Abu Sayyaf, a militant group based in and around Jolo and Basilan islands in the southwestern part of the Philippines, threatened the waters of Sulu Archipelago by attacking and kidnapping seafarers.

Thome’s fleet, being in compliance with the security guidelines and establishing appropriate measures, has safely transited these high-risk waters with the additional protection from military convoys and private maritime security companies, without encountering any unfortunate hijacking events such as those experienced by other companies.

Today a new type of security threat has developed threatening the shipping industry so much so that the IMO Maritime Safety Committee, at its 98th session in June 2017, adopted Resolution MSC.428(98) Maritime Cyber Risk Management in Safety Management Systems.

The resolution encourages administrations to ensure that cyber risks are appropriately addressed in existing safety management systems (as defined in the ISM Code) no later than the first annual verification of the company’s Document of Compliance after 1st January 2021.

The Thome Group is fully committed to mitigate against the physical and cyber security risks and threats by keeping the company and the managed fleet fully in compliance with security measures.
SOLAS II-2/10.10.1.2 – SCBA Low Volume Alarms

SOLAS III/1.5 – Lifeboat On-load Release Mechanisms
Compliance required at first dry-docking after 2014-07-01, but no later than 2019-07-01, for all vessels. Last date for existing lifeboat on-load release mechanisms not complying with new paragraphs 4.4.7.6.4 to 4.4.7.6.6 (hook stability, locking devices and hydrostatic interlock) of the LSA Code, as amended by res. MSC.320(89), to be replaced with equipment complying with the amended Code. Guidelines, MSC.1/Circ.1392, for evaluation and replacement has been developed.

MARPOL Annex VI (2020-01-01) – 2020 Sulphur Cap – Focus on On-board Fuel Management
With the requirement for use of low sulphur fuels fast approaching and as we expect considerable variability of these complaint fuels, vessels need to start preparing for storage, handling, treatment and burning of them.

There may be occasions, due to non-availability of compliant residual based fuels, that distillate fuels are required to be bunkered. In such cases, the potential heat transfer between adjacent storage tanks containing heated residual based fuel, should be carefully considered.

The reduced sulphur content of the new fuels will lead to reduction in the neutralising demand from engine lubricants. The lube oil total base number (TBN) will need to be adjusted to account for this, and should be decided in consultation lube oil suppliers and engine manufacturers.

It is expected that there will be greater density variations amongst the fuels coming to market. This will require careful selection of the gravity discs for fuel oil purifiers to ensure the correct fuel/water interface and hence separation is maintained for each batch of fuel.

The pre-injection viscosity control system will be required to cope with a wider range of viscosities. The injection temperatures for different fuels may vary considerably and the engineers will need to closely monitor the rate of change of the fuel temperature when switching between fuels.

Strong on-board fuel management will be essential to avoid operational issues and non-compliance with the sulphur limits. Thome is working on enhancing our fuel management procedures, which will be available in mid-October, to ensure a smooth transition.
The port state control inspection regime has existed for decades, yet it has not changed significantly in terms of basic verification of compliance to regulatory requirements.

Amongst the major conventions, Safety of Life at Sea (SOLAS) still claims largest stake in categories of deficiencies and detentions as per recently published annual reports of Paris and Tokyo Memorandum of Understanding (MoU).

The PSC officer merely spends 2 to 3 hours onboard and often commences the inspection with detail scrutiny of documents, status of statutory certification, class report etc as initial prima facie evidence of overall compliance. Subsequently, physical operational checks are carried out on critical emergency lifesaving, firefighting and pollution prevention. Unless any indication of non-compliance which may warrant an expanded inspection, such routine basic checks are adequate to assure the PSC officer on state of vessel’s compliance and crew proficiency.

One of the primary responsibilities of ship managers is to ensure vessel’s statutory surveys, certifications always remain valid and demonstrate compliance to regulatory requirements through prompt arrangements of periodic audits, surveys and inspections.

Thome is committed to ensure compliance and determined to achieve ever higher performance through are core value “Excellence”.

Recently, there has been rising trend in PSC inspections where PSC officer tends to issue observation on certification which does not form part of main statutory surveys. Example – Voyage Data Recorder (VDR) certificate of compliance which is issued after the annual performance test by the manufacturer or authorized service provider.

Often, such documents are overlooked and forgotten since they are not part of main certification by class (RO) and the lead time for issuance varies between 2 to 6 weeks.

However, we must exercise due diligence and closely follow up with certification authorities to obtain compliant documents or substitute interim documents to satisfy PSC criteria.

Various MoUs have announced concentrated inspection campaigns on “Emergency systems and procedures” starting 1st September 2019 until 30th November 2019. The Thome’s fleet vessels are gearing up with preparatory guidance issued to the fleet with strict emphasis on compliance to weekly and monthly operational tests of the emergency system.
The Oil Companies International Marine Forum (OCIMF) launched the Ship Inspection Report Program (SIRE) to improve the quality and safety standards of vessels. One of the contributory results was the focus on compliance.

OCIMF has reviewed and updated the Vessel Inspection Questionnaire (VIQ) on a regular basis to meet evolving industry requirements. The latest revision VIQ-7 came into force in September 2018, with a focus on compliance verification.

The previous versions of VIQ used to be a questionnaire of seeking evidence and most questions were of a Do you have? and Show me? philosophy. This New VIQ-7 revision differs considerably on the approach. While the questions are still “evidence oriented”, the majority of the questions are now based on “Crew Knowledge and Awareness” and the focus is on the random verification of crew knowledge and familiarity with shipboard operations.

The below examples highlight some of the changes:

VIQ 6: Does the operator provide guidance on minimum under keel clearance and squat?

VIQ 7: Are the deck officers’ familiar with the operators “Under Keel Clearance” policy and able to demonstrate satisfactory UKC calculations for the last voyage and is the policy comprehensive?

Based on the above, it is evident that only employing certified crew is not enough. The Master, officers and ratings will need to further validate awareness, knowledge and compliance with:

- Certificates held
- Company’s procedures
- Specific vessel systems and operations
- International/local regulations

Compliance will start with the basics, i.e. Manning agent selection, crew pre-selection interviews, manning agent / office SMS familiarization, crew assessment and appraisal programs, crew rotation & retention schemes, onboard SMS training and familiarization, systems to identify additional training needs, on the job training and preparation of crew for vetting.

Thome Ship management’s overall vetting KPI remains at 2.70 (average ratio of 2.70 observations per inspection). Trends have shown a slight increase after the implementation of new VIQ 7, which has been consistent throughout the industry.

Currently, the combined efforts of the shore/ship staff have been positive. As of May 2019, we have an overall ratio of 2.84, while monthly average for the month of May was 2.62.

Since improvement is a continual process, let us collectively continue our efforts to improve our performance and run the vessels safely and in line with our core values.
Learning About Air Pollution

By Jambunathan Raju, Compliance Manager, Environment Compliance Department

The Thome Group celebrated “Environment Day” throughout its worldwide offices and on board its vessels. The initiative was to create awareness by understanding the mandatory regulations as part of our commitment towards environmental compliance.

The focus was on air pollution. Ships contribute towards air pollution through funnel emissions as part of the operation of internal combustion engines. MARPOL Annex VI is specifically implemented to specify emission standards, so that environmental compliance is met.

MARPOL Annex VI limits the main air pollutants contained in ships exhaust gas, including sulphur oxides (SOx) and nitrous oxides (NOx), and prohibits deliberate emissions of ozone depleting substances (ODS).

For ships operating outside designated Emission Control Areas, the IMO has set a limit for sulphur in fuel oil used on board ships to 0.50% m/m (mass by mass) from 1st January 2020. This will significantly reduce the amount of sulphur oxide emanating from ships and should have major health and environmental benefits for the world, particularly for populations living close to ports and coasts.

Environment day in Singapore commenced with a short introduction by Capt. Atul Vatsa, Head of Compliance, on the day’s activity. Chief Operating Officer Mr. Yatin Gangla opened up the meet with a short speech on the importance of pollution related concerns in the marine industry and their global implications.

The day’s main presentation along with a film on MARPOL Annex VI was presented by Mr. J. Raju, Compliance Manager. Specific focus was on the incoming Sulphur 2020 regulation and our preparation towards it.

The activity summed up with a game of Silent Charades where four teams were made up of five participants. Environment related words and phrases were given to the teams to mime and the participation was overwhelming. Each team fought with vigour and the acting skills tested to the limit as some of the words were difficult to enact.

All participants had a wonderful time in guessing the word within the time limit of 60 seconds. Knowledge along with fun activity was the idea in organising such games and the objective was well achieved. The winning team took away a handful of prizes, comprising of shopping vouchers.

Other Thome Offices also celebrated Environment Day highlighting the theme “Be Part of the Solution Not Part of the Pollution.” It is company’s endeavour to organise similar events regularly, so that awareness and responsibilities towards efficient ship management is understood and complied with at all times.
Continuing with the theme of “Partnering for Success” we have recently concluded the Thome Conference in India, 8th - 9th May, 2019. The 47 officers from India, Myanmar & Sri Lanka along with the representatives from Thome Singapore and India, enjoyed the hospitality and great execution of Thome India at The Grand Hotel, New Delhi.

The two days’ conference was chaired by Thome’s COO for Tanker Division, Steen Nygaard Madsen who shared some updates regarding our commercial challenges and with the emphasis on new regulations that may have an impact on the industry.

The other topics covered were “Setting Expectations and Master – Pilot Relationships” by one of the external speakers Siddhart Kumar of Green Jakobsen.

Mental wellness was discussed by Naomi Rewari, also external speaker, which our seafarers found very interesting. This kind of training can help them to gain a better understanding of how mental health disorders can affect their wellbeing and performance onboard as well as at home.

Seafarers were divided into three smaller groups. Having smaller groups makes everyone at ease in sharing their insights and opinions regarding the topics covered. Topics included as follows: Navigation, Safety, Port State Control, Engineering, Environmental Compliance and the 70-20-10 training principle.

Adding an element of gamification which had been introduced during the Manila Conference, worked well and we found attendees more engaged with the activities led by our own employees. The fun exercises help to lighten the general mood of our seafarers helping them get more involved while enjoying the workshop at the same time.

The event ended with fun filled learning. Our congratulations to all officers and crew for their whole-hearted participation at the conference. And for the Thome India for a successful execution.
Overcoming Hardships Will Lead to Success

By David Raphael Naval, Chief Cook

The path to my success wasn’t a straight and smooth one but it was a worthwhile journey.

Serving with one of the most prestigious companies in the maritime industry, Thome Shipping, gave me a sense of fulfillment towards progressing my career. From humble beginnings as a graduate of a Hotel and Restaurant Management (BS HRM) degree and in anticipation of the next chapter of my career, I was excited and optimistic to be able to work in a role that I am passionate about.

I entered with good career prospects in the maritime industry. However, from school to landing a job, I realized the tide can change when I entered the workforce. It can become hard to handle, or perhaps you can lose interest such that it prompts a career change.

As part of the LGBTQ community, finding a company and attending numerous interviews while seeing such discrimination in their eyes, was one of the most challenging parts of my road to success. When I was given the opportunity by Thome, I said to myself that my prayers were finally answered. I thought it was going to be smooth sailing from here on in but I was wrong. During my vacation I had a motorcycle accident fracturing several bones. During my convalescence, doubts were overwhelming me along with hospital expenses and my chances of returning to sea.

Life really doesn’t get easier, we just get stronger. Even though the path to my future all of a sudden became narrow and the bright light towards my dreams started to fade, my faith in God keep me going. Everything has a purpose and thank God for giving me a second chance. My operation was a success and after 8 months of recovery I was able to go back onboard.

With a fresh mindset, I had to make adjustments - both physically and mentally.

I knew it was going to be tough, from gaining the respect of the people I work with, to satisfying their taste buds. Taking all this into consideration, I always keep it in the back of my mind to be humble and to put my heart into everything that I do, so before I knew it I was back on track.

Now, everything is more than I could have dreamed of. I have now established my own catering business, making customized cakes and pastries to order. I owe it all to the people who believed in me and supported me throughout. I may not be the best chef in the world, but I will always do my best to serve the best quality of food that the crew deserves.
Let’s Talk About Sleep and Not Counting Sheep

By Amanda Giam, HR Executive

Amidst our busy schedules in the 21st century, people are not getting enough sleep. Often neglected, sleep is very important for our physical and mental health. Inadequate sleep may increase the risks of heart disease, stroke, and even diabetes. Lack of sleep is also positively correlated to a decrease in cognitive ability and work productivity.

In light of the above, the company invited clinical psychologist Miss Dawn Chia, from Khoo Teck Puat Hospital, to give employees an informational talk about sleep. The talk was aimed at providing employees with knowledge about the health risks related to a lack of sleep and to teach employees about good sleep practices.

Through the one-hour session held in our Singapore office, employees learned about various sleep disorders, common causes of insomnia and received tips on how to improve their sleep cycle. They also got an opportunity to practice the right breathing techniques to help them relax and attain a better quality of sleep.

At Thome, we value the physical and mental wellbeing of all employees. Through a series of wellness talks, we hope to equip employees with knowledge on how to stay healthy and put our best foot forward in serving our customers.

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Plant Trees to Feed the Future

By Roque C. Langkay Jr.,
Quality Assurance Manager (ROHQ) / DPO,
Thome Ship Management Pte Ltd - ROHQ

Reforestation will not only reduce environmental pollution but also help preserve wildlife. In addition to the climatic benefits, reforestation has the potential to preserve endangered species too.

A recovering forest restores habitat loss and degradation and threats to a species health.

As part of its commitment to care and protect the environment, The Thome Group’s ECO office team and ROHQ volunteers joined the Nuvali Tree Planting Program at Sta Rosa Laguna on 2nd August 2019 under the auspices of Real Estate firm, Ayala Land Inc.

The ECO Office and ROHQ team comprised of 36 staff and planted 100 trees such as Molave, Atis, Narra and Bignay under the Ayala Inc. Natural Regeneration Program where the company has dedicated approximately 191 hectares to improve its existing tree planting program to reinforce T.R.E.E. which means: Together Reforesting the Earth Environment.

Planting trees is essential to preserving life on earth and ensuring that future generations do not have to deal with the catastrophic consequences of climate change due to the human race pumping too much carbon dioxide into the atmosphere.